

**Bargaining Unit 4
Non-Supervisory Police
Fresno Police Officers Association (FPOA)**

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2015 PPO Plan Premium = \$1,176.00 City Contributes \$859.00 Employee Contributes \$317.00 If no employee contribution, medical benefits are reduced 32%
Retirement *	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired after 8/27/90 (40% @50 w/20 yrs.) City contribution = 20.14% Employees hired before 9/11/2014 pick up 1% of City contribution Employees hired on/after 9/11/2014 pick up 3% of City contribution Employee contribution = 9.00% DROP
Life Insurance	Bomb Squad = \$250,000 Helicopter Pilot/Observer = \$250,000
Long Term Disability	None
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Provided 8.667 hrs/mth in lieu of holidays
Vacation (Days per year/Hours per month) (Available after 6 months)	1 - 4 years = 12.75/8.5 5 - 9 years = 13.75/9.167 10 - 15 years = 15.75/10.5 16 - 19 years = 17.75/11.834 20 - 24 years = 20.75/13.834 25 - 29 years = 22.75/15.167 30+ years = 25.75/17.167
Sick Leave (Available after 6 months)	7.5 hours per month
Family Sick Leave	Up to 45 hours of accrued sick leave per fiscal year
Uniform Allowance	\$1,200 per year
Bilingual	\$100 per month
Workers' Compensation	100% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance
*	Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service